

Safeguarding and Prevent Information and Referral Advice

Chickenshed has a comprehensive approach to supporting Students with Safeguarding and Prevent protection (including Sexual Harassment) , information and advice. This approach combines ease of communication, confidentiality and respect for inclusivity knowing that Chickenshed students often come from the widest possible range of underrepresentation and multiple underrepresentation and so need support and advice in the widest possible range of ways particularly in terms of in person support, information and mentoring.

Chickenshed's provision of Safeguarding (including Sexual Harassment and Mental Health), Prevent and Welfare support includes the following measures and interventions;

Safeguarding, Prevent and Welfare Designated Team

1. Provision of a 14 strong Designated Safeguarding and Prevent team with two Designated Safeguarding Leads and a Deputy Safeguarding Lead. These members of staff cover all aspects of a student's experience at Chickenshed and are constantly updating their training and dissemination of advice applying this in relation to specific Chickenshed student contexts which is essential. This provision is far wider and more comprehensive than what is usually provided in Higher Education situations with virtually a ratio of one member of the Safeguarding team to 6 HE students. This is to ensure that students can be supported, wherever possible, at the very earliest stages of an issue.

Names of the Designated Safeguarding team are available on Chickenshed's Education website.

2. Inclusive Mentor Support Team

Chickenshed provide a 20+ strong Mentor Support Team with a ratio of virtually one Mentor to every 4/5 students. This is to ensure early and accessible communication of Safeguarding (including Sexual Harassment and Mental Health) Prevent and Welfare issues for students. Mentor Support Teams and Safeguarding teams liaise wherever needed and often daily with the Designated Safeguarding Leads also being part of the "on the ground" Mentor provision. Mentor team representation is spread across every area of work and every activity.

Names of the Inclusive Support Mentoring team and Chickenshed's Pastoral Tutor Support Teams are available on Chickenshed's Education website.

3. Professional Counsellor Provision

Chickenshed fund two professional counsellors to enable students to receive the earliest possible intervention if any Safeguarding or Prevent (including Sexual Harassment and Mental Health) issue needs this. Students would normally be seen within 1-2 weeks of need identified by Designated Teams and quicker in emergency.

Human Resource Support Summary

These various elements of human resource support are supplemented by staff in other areas of professional theatre organisation and provide the foundations of Chickenshed's response to Safeguarding, Prevent need. This response is tailored to the inclusive needs and often multiple needs and underrepresentation of our student body which demands a

"people - centred", personal and "on the ground" approach which can be reviewed and adapted to meet changing issues, needs and external factors.

5. Chickenshed Safeguarding Guidance Statement re Advice to Protect Students from Sexual Harassment

Chickenshed has published on its website a comprehensive statement outlining the organisation's support for students who feel they have been and/or are now a victim of sexual harassment and related misconduct. The statement is also intended for students who simply want to be aware and informed to protect themselves and support others regarding this issue.

6. Student Handbook

The Chickenshed Student Handbook signposts students and stakeholders to some of the Safeguarding/Prevent measures taken by the organisation to support students in relation to their welfare and mental well - being together with indicating processes students can use to refer issues to the Safeguarding team with due regard to confidentiality and inclusivity of need.

7. Curriculum Embedding of Safeguarding.

Chickenshed feel that one of the best ways to keep awareness of Safeguarding (including Sexual Harassment and Mental Health need) and Prevent in the minds of students and staff is to embed issues, theory and practice in the regular curriculum study space and in general student experience. This process can take the form of content for issue based pieces, content and discussions around the development of Outreach and Inreach/ Community projects and issues represented in Chickenshed Artistic and Education plan projects. These opportunities give students the opportunity to explore issues which may or may not affect them and to explore them in an objective, knowledge based way - in other words in ways that are outside of themselves and which give some potentially needed distance to the issue. Students can then develop ways of both self - help empowerment or alternatively develop strategies to support communication to Safeguarding teams.

8. External Agencies

Chickenshed uses external agencies for information and advice in relation to both general and specific areas of individual student Safeguarding need including, where appropriate, information on past issues and disclosures as referred by the external organisation or referred to us by students themselves. Students can consult with Chickenshed Safeguarding and Mentor teams if they need guidance or support in making a Safeguarding referral or self-referral and indeed if they need support in any area of Safeguarding and Prevent Information or support processes for reporting issues past or present. If Chickenshed hasn't got the expertise in an area or issue our Safeguarding team will work with students to find it.

9. Enhanced DBS Checks

Chickenshed operate systems where staff and students are required to have Enhanced DBS checks in order to keep all stakeholders and target groups both internal and external safe. Chickenshed support students in terms of advice re completing these checks.

Team Approaches

10. Chickenshed work in teams for all aspects of its work with students - including Team teaching, Team Support and Team Mentoring. This team approach means that students will always find someone working and supporting close to their area of work to offer them Safeguarding, Prevent and Mentoring advice and support. Support can also help students refer any issues (including issues of sexual harassment) to the most appropriate members of staff who can help. Support to communicate with external agencies and family networks can also be signposted for students.